

STATE PAINTING & DECORATING APPRENTICESHIP ADVISORY COMMITTEE

Milwaukee Painting & Allied Trades Training Center
S68 W22665 National Avenue
Big Bend, Wisconsin 53103

Wednesday, April 10, 2013

DRAFT MINUTES

Members Present	Organization/Employer
Arnold, Jeff	IUPATDC7
Jazdzewski, Joseph J.	IUPATDC7
Macejkovic, Jim	Building Service, Inc.
Merhoff, Jeff	IUPATDC7
Niemiec, Tony	State Painting Co
Owsianowski, Robert A.	IUPATDC7
Rintamaki, Gerald	Painters/Decorator Local 934
Schwiesow, Charles	Porta Painting, Inc.
Wolf, Greg	Schmelzer Paint Co Inc
Members Absent	Organization/Employer
Hetzel, Jeffrey	Hetzel-Sanfilippo, Inc.
Consultants & Guests	Organization/Employer
Ahmad, Hafeezah	Bureau of Apprenticeship Standards - Milwaukee
Cook, Jim	Madison Area Technical College
Holmes, Adam	IUPATDC7
Smith, Owen	Bureau of Apprenticeship Standards - Madison
Triscari, Nick	Milwaukee Area Technical College

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1. The meeting was called to order at 10:05 am by Chuck Schwiesow, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
 2. A roll call was conducted and a member contact information confirmation sign-in sheet was circulated.
 3. The minutes of the November 14, 2012 State Painting & Decorating Apprenticeship Advisory Committee Meeting were reviewed and approved with the following correction: Joseph Jazdzewski's name was misspelled, and corrected.

4. Old Business

a. New Member Update

New members Jeff Arnold and Greg Wolf were welcomed by the committee.

b. SAGE Update

- Progress: To date, SAGE has exceeded its target of 4,500 apprentice participants, and has served 250 of 1,500 targeted journey worker participants. Although journey workers are included as SAGE participants, they were not made an official performance measure, so BAS will not be penalized. The lack of journey worker participants is due to widespread unemployment across the construction sector. Financially, BAS projects it will expend the full grant award without overspending.
- SAGE will conclude on June 30, 2013. Financial support for training related expenses for income-eligible apprentices and journey workers will conclude on May 30, 2013.
- Personnel Change: Palle Pedersen is the new SAGE grant manager. He replaces Bill Goff, who accepted a permanent position with the Department of Administration. Palle is responsible for the grant budget, supportive service and the grant close-out. Contact Palle at 608-266-5135 or palle.pederssn@dwd.wisconsin.gov.
- Supportive Services Feedback: Owen Smith asked members how supportive services were working for apprentices and journey workers, and whether any difficulties occurred. Members replied that apprentice feedback has been very positive.
- Journey Worker Upgrade Sessions: Owen Smith reminded members and consultants that, as a condition of receiving training items (curriculum, equipment, supplies) funded by SAGE, all providers of Paid Related Instruction are expected by BAS to make at least some of the training items available to journey workers via upgrade sessions. In addition, training coordinators must have each journey worker who completes the training complete a SAGE Individual Information Sheet, and forward all sheets to Palle Pedersen. The sheets provide demographic information necessary for BAS to enter the journey worker as a participant into the U.S. Dept. of Labor database.

Adam Holmes reported that no upgrade sessions are scheduled because the Painters are currently hiring a replacement instructor. He projects one upgrade session by the end of June.

c. Training Update

- The Industrial Painting Program/Coating Application Specialist is sound as a training program. However, many recent jobs have been awarded to out of town contractors rather than union workers.
- The Coating Application Specialist program is complete and ready, but lacking apprentices.
- Electronic delivery of IUPATDC7 curriculum is operational, and working well over all, save a few minor technical glitches.
- Do State Standards Satisfy Federal Standards? Adam Holmes stated he reviewed the State apprenticeship standards, and they satisfy the federal apprenticeship standards.

- Comparing Exhibit A's for Painter-Decorator and Taper-Finisher Between State Committee and Milwaukee JAC: The original intent of the agenda item was to compare and contrast Exhibit A's for both trades developed by the State of Wisconsin. Both apprenticeship programs are *time-based terms*. However, between the development of the agenda and the meeting, Adam Holmes prepared draft Exhibit A's for each program in hybrid terms, using similar programs developed by the IUPATDC7 International Office. The time-based and hybrid terms are similar length, but the hybrid term programs have different work processes and distributions of hours. Members reviewed the documents.
- As a result of this discussion, members will further review the proposed programs, and discuss/vote on them for approval at the fall meeting.

d. Toolbox Talks

Owen Smith asked contractor feedback on Toolbox Talks. Members replied that many topics were already addressed by contractors' existing material.

5. New Business

a. 10-year Projections by Job Cluster

Owen Smith distributed "Employment Projections: Industries and Occupations of Interest to Apprenticeship Programs," a presentation by the DWD Office of Economic Advisors.

b. Outreach Update

- 2014 Apprenticeship Conference
The "Call for Conference Workshop Proposals for Wisconsin's 26th Biennial Apprenticeship Conference" was distributed. The theme of the Conference is "The Apprenticeship Solution: Meeting the Challenge."

The four broad workshop tracks are:

1. Challenge of a Changing Workforce – Potential topics:
 - Population shortages
 - Worker & Skill shortages
 - Generational Differences
 - Technology
2. Challenge of Partnership in Workforce Development – Potential topics:
 - Introductory "101" workshops to help audience understand more about a program, such as Apprenticeship, WIA, Youth Apprenticeship, DPI, WTCS
 - Continuation of Collaborate for Success Initiative
3. Challenge of Regulation and Policy – Potential topics:
 - Apprenticeship Regulations
 - Child Labor Laws
 - UI Benefits (apprentice and sponsor perspective)
 - Licensing (Barbering & Cosmetology, Electrical, Plumbing, etc.)
4. Challenge of Awareness & Outreach – Potential topics:
 - Working with the K-12 System
 - Recruitment of Apprenticeship Sponsors

Attendance at the 26th Biennial Apprenticeship Conference will include the 1) Workforce Development community which includes Workforce Development Boards, Community Based Organizations, WIA Service Providers, Job Service employees, and Economic Support; the 2) Education Community including K- 12

teachers, principals, counselors, board members and Wisconsin Technical College System employees, and 3) the Apprenticeship Community including employers, members of employer associations, labor and employees.

DWD Secretary Newson asked BAS to broaden the scope of the 2014 Conference to include a greater variety of topics, audiences and speakers. Owen asked committee members to complete the Request for Proposals for topics and workshops. The deadline for submissions is June 3.

The conference will be an agenda item for the fall meeting.

- Outreach Campaign to Manufacturing was launched by BAS in April. The campaign targets the industrial sector which has frequently cited a skills gap and lack of qualified workers and, like the construction sector, will soon face the retirement of much of the 65-year-old workforce without a sufficient population turning 18, the earliest age of an entry-level worker. The campaign call-to-action encourages more manufacturers to invest in the future of their unskilled workers by training them through the apprenticeship program rather than through skill-specific boot camps.
- Outreach Campaign to K-12: Through the Advisory Council, BAS developed a series of brochures on the educational value of an apprenticeship and careers in the skilled trades; target audiences include students, parents, teachers and technical colleges. The material was included in a mass mailing by the Department of Public Instruction to superintendents and heads of the school boards. The Bureau is awaiting feedback from the mailing.

The campaign includes the following: “*Get your degree in doing*” billboards in Green Bay, Madison, Milwaukee and Wausau; and a public service announcement emphasizing the value of an education in the skilled trades not just a four-year degree; three videos on the value of apprenticeship training; news events with Secretary Newson; news releases posters; post cards; flash drives; and adhesive cloths to wipe smart phones

c. How to Compare ACT and Accuplacer Scores

Owen Smith received a comparison chart of ACT and Accuplacer Scores from Northeast Wisconsin Technical College. Owen cautioned that the comparison is rough, and therefore not to be used as a cut score. He will email the chart to members.

d. Other

Joe Jazdeski asked whether the State Committee could change the state ratio from 3:1 (journey workers to apprentices) to 2:1. Such a change is within the purview of the committee. However, the item was not listed specifically on the agenda, so it could not be voted on.

- As a result of this discussion, the item will be added to the agenda for the fall meeting.

6. Painting & Decorating Program Participants

- Fifty-two apprentices and 23 employers are currently enrolled in the program. The apprentice total is down slightly from the 59 active apprentices in fall 2012. Overall, the apprentice totals have decline steadily since fall 2007.
- Owen Smith distributed a chart of annual employer totals for Painter-Decorator and Taper-Finisher apprentices from 2000 – 2013.
- Owen Smith asked committee members to consider additional data and graphical presentations that would help members comprehend the state of the programs and make

more informed decisions. BAS will acquire new reporting software this summer that be capable of presenting more data in more ways.

- Nick Triscari suggested changing the apprentice chart from a bar chart to a line chart and adding a mean line.

6. **The next meeting** is tentatively scheduled for Wednesday, October 23, 2013 at 10:00 a.m. at the Milwaukee Painting & Allied Trades Training Center

7. **The meeting adjourned** at 11:30 a.m.

Submitted by Owen Smith, Recorder